



Paul Hackleman is the Benefits Manager for San Mateo County, California and a consultant with I.C. Benefits Consulting with 25 years of employee benefit experience. In San Mateo County, he manages the County's full array of employee benefits covering health, dental, vision, life, defined contribution, STD, Work-Life Programs and Risk Reduction Programs. Paul oversees the County's onsite child care center. As a certified mediator, he is the manager of the County's Mediation Program. He also designed and implemented the County's Homebuyers Program and is currently working with Tuition Coach to implement an onsite program for parents of college-bound children. Paul is an elected Board trustee with the San Mateo County Employees Retirement Association (SamCERA).

With I.C. Benefits, Paul consults with public sector employers on benefit strategic planning, contracting strategies, GASB and retiree health strategies and automating benefit Request for Proposal (RFP) processes to reduce cost and improve outcomes through improved services. Paul is a co-trainer at 457U and DCU (Defined Contribution University) which provides comprehensive information to public employers to assure compliance and to develop plans for repositioning the defined contribution benefit in retirement strategies.

For his County and consulting activities, Paul was honored as the 2006 Benefit Manager of the Year by *Business Insurance*.

Paul is a former voting Director with the International Foundation of Employee Benefit Plan's Board of Directors and former Chair of the Foundation's Public Employees Board. Paul is a faculty member of the Foundation's CAPPP (Certificate of Achievement in Public Plan Policy - Health), American Federal of Teachers Health Program and Benefits Certificate Program (Public Sector Defined Contribution Plans). He is also a former faculty member for the Canadian ATMS (Advanced Trustee Management Standards - Pension) program.

In addition to numerous published articles in a variety of professional journals, Paul is the co-author of three books: *Public Employee Benefits: From Inquiry to Strategy* published in May, 2000; *Deferred Compensation / Defined Contribution: New Rules / New Game for Public and Private Plans* published in June, 2001 and *Defined Contribution Decisions: The Education Challenge* published in March, 2004.

Paul has a Master's degree in European Intellectual History from the University of Chicago, and a Bachelor's degree in Political Science and History from Callison College, University of the Pacific. He also completed International Studies at Bangalore University in India. He is a frequent speaker at national conferences on strategic planning and employee benefits. He is a past professor at Orinda's John F. Kennedy Graduate School in employee benefits.